



Certified  
**B**  
Corporation

---

# Director, Climate Action

NOVEMBER 2024



mastercard  
foundation



# About Mastercard Foundation

Mastercard Foundation seeks a world where everyone has the opportunity to learn and prosper. Through its Young Africa Works strategy and Canadian EleV program, the Foundation works with partners to ensure that millions of young people, especially young women, access quality education, financial services and dignified work. Mastercard Foundation was established in 2006 through the generosity of Mastercard when it became a public company. The Foundation is independent with its own Board of Directors and CEO.

## THE WORK AT THE FOUNDATION

We are currently in an exciting period at the Mastercard Foundation as we intensify the implementation of the Young Africa Works strategy, aiming to empower 30 million young people throughout Africa to access dignified and fulfilling employment.

To ensure the Foundation's accessibility to our partners and program participants, we have established offices in Rwanda, Kenya, Ghana, Senegal, Ethiopia, Nigeria, and Uganda. These offices provide strong in-country support for the implementation of Young Africa Works. We collaborate with governments, the private sector, educators, and other funders to enhance the quality of education and vocational training, equip young individuals with the necessary skills for the workforce, expand access to financial services for entrepreneurs and small businesses, and facilitate connections between job seekers and meaningful employment opportunities.

Our values serve as our guiding principles, transcending and surpassing all other considerations. We wholeheartedly encourage you to bring your bold ideas, curiosity, and expertise to your work.





# The Role

<b>ROLE:</b>	Director, Climate Action
<b>LOCATION:</b>	Any of the 7 Mastercard Foundation Offices In Africa
<b>SALARY:</b>	Competitive Salary Including benefits
<b>TRAVEL:</b>	30-50%

# Job Summary

The Director of Climate Action will lead the Foundation's climate change initiatives, developing and implementing strategies to mitigate the effects of climate change and promote environmental sustainability. This senior leadership role involves fostering partnerships and influencing policy to create a Pan African impact. The Director will work closely with the EXCO, Pana team, Country Directors, Program team, Partners, and other stakeholders to drive the Foundation's climate action agenda.

The role holder is expected to be a subject matter expert within the Foundation and responsible for building the Climate Action Function within Pan-African Programs by designing the strategic direction, recruiting a team, and overseeing a portfolio of multi-country programs that will accelerate the Foundation's commitment to enabling dignified and fulfilling work for young women and men.





# Responsibilities

## 1. STRATEGIC LEADERSHIP

- Develop and implement the Foundation's Climate Action Strategy and Roadmap, aligned with its Young Africa Work strategy to address climate change.
- Lead the foundation's efforts in advocacy and partnership-building to maximize impact on climate-related issues.
- Monitor global and local trends in climate policy and science to adjust and inform the Foundation's priorities.
- Contribute to the consolidated Pan African Programs Strategy

## 2. PROGRAM DEVELOPMENT & MANAGEMENT

- Oversee the development of climate-related programs within PANA as well as all country programs
- Manage a team of climate experts to ensure effective execution of Programs and initiatives.
- Set programmatic goals, monitor performance, and ensure high-quality outcomes and impact measurements.

- Interface with PANA Directors and Country Directors in the design and delivery of Programs that have overlapping themes

## 3. STAKEHOLDER ENGAGEMENT & PARTNERSHIPS

- Build and maintain partnerships with governments, Non-Governmental organizations, research institutions, and private sector organizations to drive collaborative efforts on climate action.
- Represent the Foundation at high-level conferences, meetings, and policy discussions related to climate change.
- Advocate for climate action policies that align with the Foundation's vision at Country, Continent, and International levels.

## 4. COMMUNICATIONS

- Serve as a spokesperson for the foundation's climate initiatives
- Oversee the development of communication strategies highlighting the Foundation's impact on climate action.







# Candidate Profile

## ACADEMIC AND PROFESSIONAL QUALIFICATIONS

- Master's degree or higher in Social Science, Agriculture, Environmental Science, Public Policy, or a related field.
- Proven leadership experience in Nonprofit organizations focused on climate change.
- Strong understanding of climate science, global environmental issues, and related policy landscapes.
- Excellent communication and interpersonal skills with a track record of managing diverse teams and engaging with high-level stakeholders

## EXPERIENCE

- Minimum of fifteen (15) years' relevant experience in a similar organisation setting with five (5) at senior management level
- Experience and knowledge of/with the landscape of local, national, regional, and pan- African organizations and networks as well as knowledge

of the country-specific social, economic and political contexts.

- Experience in climate action at the African continent level.
- Extensive experience in climate action strategy, program design and implementation in Africa
- Ability to be flexible within a fast-paced, changing environment
- Experience working with organizations that elevate Gender initiatives within the climate action space

## COMPETENCIES

- Strategic thinking with a focus on long-term climate solutions.
- Leadership and team management.
- Strong negotiation and partnership-building skills.
- Advocacy and policy influence.
- Knowledge of global and regional climate initiatives and trends.



# How to Apply

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button on the job advert page, complete our online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process. The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Document Name-Date (mmyy) e.g., Pat-Jones-CV-112024-MastercardFoundation or Pat-Jones-CoverLetter-112024-MastercardFoundation.

## TIMELINE

- Closing Date: 6th December 2024
- First stage interviews: Conducted on a rolling basis
- Final interviews: December 2024

## SELECTION PROCESS

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

## EQUALITY STATEMENT

Equality and diversity are at the core of MasterCard Foundation’s values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

## QUERIES

If you have any queries on any aspect of the appointment process, need additional information, or would like to have an informal discussion, please email at [pirungu@oxfordhr.com](mailto:pirungu@oxfordhr.com) in the first instance.





## About Oxford HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have.

Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success. We work across the globe to search for a support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions. Learn more at: [oxfordhr.com](https://oxfordhr.com)





## Oxford

46 Woodstock Road  
Oxford  
OX2 6HT

United Kingdom

+44 (0) 1865 985 457

## Amsterdam

Korte Schimmelstraat 12  
1053 SZ  
Amsterdam

The Netherlands

+31 (0) 683 334 473

## Nairobi

Indigo Cowork Space  
Off General Mathenge Road  
Westlands  
Nairobi

Kenya

+254 (0) 715 163 631

## Singapore

6 Battery Road  
#06-16  
049909

Singapore

+65 (0) 9114 1439

## Washington

1250 Connecticut  
Avenue NW  
Suite 700  
Washington, DC  
20036

United States of America